

STATE OF COLORADO

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Dedicated to protecting and improving the health and environment of the people of Colorado

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Colorado Department
of Public Health
and Environment

Dear Employer:

We need your support! Just as you rely on female employees to come to work each day and fulfill their duties, a breastfeeding baby relies on his or her mother for a continual supply of fresh human milk. Colorado recognizes the important benefits of breastfeeding and passed legislation in 2008 entitled *Workplace Accommodations for Nursing Mothers Act*.

By providing a supportive environment for nursing mothers, employers can positively impact the bottom line. The payoffs are significant and can include:

- More satisfied and loyal employees,
- Cost savings to your business by lowering health care and insurance costs,
- Reduce sick time taken by mothers and fathers for children's illnesses,
- Enhances employee productivity and job satisfaction,
- Increases retention of experienced employees,
- Improves your company's image and enhances your ability to recruit staff.

Mothers who want to continue breastfeeding when returning to work need to maintain a supply of milk by expressing milk regularly. Colorado law requires employers to make a reasonable effort to provide the mother with a private room in close proximity to her work location (this cannot be a toilet stall or restroom). The law also requires an employer provide reasonable time breaks and/or meal time (paid or unpaid) each work day to allow the employee to express milk for her child.

The minimum requirements for a nursing mother to express her milk at work are:

- Support from supervisors and colleagues
- Adequate breaks (paid or unpaid) to express (pump) milk (~15-20 minutes/pumping session every 2-3 hours)
- A private, clean area in close proximity to her work area that has an electric outlet. This area can be as small as 4'x5', but cannot be a bathroom)

Thank you for supporting a breastfeeding family!

If you have any questions or would like more information on breastfeeding in the workplace, please contact your local WIC Breastfeeding Coordinator at _____ or visit the website of the Colorado Breastfeeding Coalition at www.cobfc.org.